

TA-TA - URUGUAY
Environmental and Social Action Plan (ESAP)

No.	Aspect	Action	Deliverable	Compliance Date
PS 1: Assessment and Management of Environmental and Social Risks and Impacts				
1.1	Policy	<ol style="list-style-type: none"> Define Ta-Ta's Environmental and Social Sustainability Policy Adoption of the Environmental and Social Sustainability Policy 	<ol style="list-style-type: none"> Ta-Ta's Sustainability Policy. Proof of implementation. 	<ol style="list-style-type: none"> One month after first financial closure. Up to three months after the first disbursement (either debt or equity).
1.2	Identification of Risks and Impacts	<ol style="list-style-type: none"> Incorporate environmental and social aspects into the risk matrix of the Company's operations 	<ol style="list-style-type: none"> Updated risk matrix. 	<ol style="list-style-type: none"> Three months after first financial closure and then in the Environmental and Social Compliance Reports (ESCR).
1.3	Management Programs	<ol style="list-style-type: none"> Consolidate an Environmental and Social Management System (ESMS) that reflects the environmental and social programs implemented by the Company, and includes, at a minimum, programs, records, and management indicators for (i) waste management, (ii) energy efficiency, (iii) community support, and (iv) attention to grievances and claims. Adopt the ESMS 	<ol style="list-style-type: none"> ESMS Manual and programs. Evidence of having the adopted the ESMS. 	<ol style="list-style-type: none"> November 2021. Fourth quarter of 2021.
1.4	Organizational Capacity and Competency	<ol style="list-style-type: none"> Consolidate the roles and functions of the Company's Sustainability Committee Define the work plan of the Sustainability Committee 	<ol style="list-style-type: none"> Roles and functions of the Sustainability Committee. Work Plan of the Sustainability Committee. 	<ol style="list-style-type: none"> Three months after first financial closure. Three months after first financial closure.
1.5	Emergency Preparedness and Response	<ol style="list-style-type: none"> Consolidate a drill plan that involves all premises. Form the emergency response brigade for each of the Company's premises Implement drills in all premises. 	<ol style="list-style-type: none"> Company Drill Plan. Minutes or constituent instrument of the evacuation brigades for the Company's premises. Records of drills conducted at all premises. 	<ol style="list-style-type: none"> One month after first financial closure. Third quarter of 2021. Fourth quarter of 2021.
1.6	Monitoring and Review	<ol style="list-style-type: none"> Prepare a consolidated annual report on the compliance status of all environmental, social, and OHS policies and measures applicable to the Company, including the progress of ESMS actions with respect to the defined indicators. 	<ol style="list-style-type: none"> Annual Environmental and Social Compliance Report. 	<ol style="list-style-type: none"> Annually for the life of the loan as part of the Environmental and Social Compliance Report (ESCR).
PS 2: Labor and Working Conditions				
2.1	Grievance Mechanism	<ol style="list-style-type: none"> Consolidate a Grievance Mechanism for workers (direct workers and workers engaged by third parties) that includes, at least, the following: (i) channels for receiving grievances, (ii) response times, (iii) consolidation matrix of grievances received and addressed, (iv) performance indicator, (v) declaration of non-retaliation and (vi) possibility of receiving anonymous grievances. Adoption of the Grievance Mechanism. Socialization of the mechanism with direct workers and workers engaged by third parties. 	<ol style="list-style-type: none"> Workers' Grievance Mechanism. Proof of implementation. Record of having socialized the mechanism with direct workers and workers engaged by third parties. 	<ol style="list-style-type: none"> One month after first financial closure. Three months after first financial closure. Three months after the first disbursement.

No.	Aspect	Action	Deliverable	Compliance Date
PS 3: Resource Efficiency and Pollution Prevention				
3.1	Pollution Prevention	<ol style="list-style-type: none"> 1. Consolidate the Company's waste management program, including, at least, the procedures and records that apply to the management of (i) solid and liquid waste, (ii) hazardous waste, (iii) liquid effluents and (iv) EEEW; including current reuse and recycling programs, and involving authorized waste managers related to each management procedure. 2. Adoption of the solid waste management program. 3. Consolidate a control matrix of waste generated and managed, linking to records of final disposal or recycling as appropriate. 	<ol style="list-style-type: none"> 1. Ta- Ta's waste management program 2. Evidence of having adopted the management program. 3. Control matrix of waste generated and managed. 	<ol style="list-style-type: none"> 1. Three months after first financial closure. 2. Six months after first financial closure. 3. Six months after first financial closure.
PS 4: Community Health, Safety and Security				
4.1	Community Health and Safety.	<ol style="list-style-type: none"> 1. Complete the safety plan to minimize the risk of accidents on supply and delivery routes of goods to the premises and customers. 2. Adopt the safety plan. 3. Prepare a Traffic Accident Awareness Protocol. 4. Adopt the protocol. 5. Disseminate the Plan and the Protocol to the Company's transport providers 	<ol style="list-style-type: none"> 1. Safety plan to minimize the risk of accidents. 2. Evidence of having adopted the plan. 3. Traffic Accident Protocol. 4. Evidence of having adopted the Protocol. 5. Record of having disseminated the Plan and Protocol to the transporters. 	<ol style="list-style-type: none"> 1. Three months after first financial closure. 2. Five months after first financial closure. 3. Four months after first financial closure. 4. Six months after first financial closure. 5. Five months after first financial closure.
4.2	Security Personnel	<ol style="list-style-type: none"> 1. Establish a Code of Conduct for security personnel associated with the Company. 2. Adopt the Code of Conduct. 	<ol style="list-style-type: none"> 1. Code of Conduct for Security Personnel. 2. Proof of implementation. 	<ol style="list-style-type: none"> 1. One month after first financial closure. 2. One month after first financial closure.